

November 4, 2014, City Proposal

**JANUARY 1, 2014—DECEMBER 31, 2016 CITY OF DES MOINES AND EXEMPT
EMPLOYEES AGREEMENT**

AN AGREEMENT between the City of Des Moines and its employees providing for wages, hours and working conditions and setting forth the terms of this Agreement.

WHEREAS, the Exempt Employees of the City of Des Moines (excluding the City Manager, Assistant City Manager, Department Directors, and employees who are members of the Des Moines Police Management Association) wish to have their own meet and confer agreement with the City, and

WHEREAS, Ordinance No. 229 provides the terms for said Agreement; now therefore,

THE PARTIES DO AGREE AS FOLLOWS:

It is agreed that all matters of employee representation per RCW 41.56 and wage, hour and working condition issues on behalf of said City employees are settled for the term of this Agreement. All personnel rules and regulations as may be promulgated according to DMMC 2.12.100 shall govern unless expressly contrary to this Agreement.

This Agreement shall commence on January 1, 2014 and shall remain in effect until December 31, 2016. Further, this Agreement shall be without precedent or prejudice to the positions either party may wish to take in future negotiations. All provisions of past agreements or memorandums of understanding (MOU) between the City and the Exempt Employees and between the City and the General Employees when the Exempt Employees were considered part of the General Employees not modified by this agreement remain in full force and effect.

(A) Salaries and Wages

- (1) 2014 COLA – 1.4% effective 1/1/14
- (2) 2015 COLA – 2.0% effective 1/1/15
- (3) 2016 COLA – 100% of Seattle June 2015 CPI-U, with a minimum of 0.0%, plus a market adjustment of 1.0%, effective 1/1/16

(B) Medical, Dental, Vision Benefits

- (1) Regular full-time and regular part-time employees whose positions are budgeted for thirty (30) or more hours per week shall be eligible to participate in the City's health insurance plans.

- (2) Premiums shall be paid by the City on behalf of all full-time employees and on behalf of all part-time employees budgeted for thirty (30) or more hours per week according to the following schedule:
- a. Effective January 1, 2014 through December 31, 2014, the City will pay one-hundred percent (100%) of eligible employee's premium and ninety (90%) of the spouse and dependents' premiums for the following Association of Washington Cities health insurance plans:
 - i. HealthFirst
 - ii. High Deductible Health Plan
 - iii. Group Health Cooperative Copay Plan 2 - \$10 Copay Plan
 - b. Effective January 1, 2015 through December 31, 2015, the City will pay ninety-five percent (95%) of eligible employee's premium and eighty-five percent (85%) of the spouse and dependents' premiums for the following Association of Washington Cities health insurance plans:
 - i. HealthFirst
 - ii. Group Health Cooperative Copay Plan 2 - \$10 Copay Plan
 - c. Effective January 1, 2016 through December 31, 2016, the City will pay ninety percent (90%) of eligible employee's premium and eighty percent (80%) of the spouse and dependents' premiums for the following Association of Washington Cities health insurance plans:
 - i. HealthFirst
 - ii. Group Health Cooperative Copay Plan 2 - \$10 Copay Plan
 - d. For employees who select the High Deductible Health Plan for 2014, the City will provide an annual City contribution to a Health Savings Account (HSA) as follows:
 - i. Employee only: \$2,250
 - ii. Employee plus dependent(s): \$4,500.
 - e. Effective January 1, 2015 through December 31, 2016, the City will pay one-hundred percent (100%) of eligible employee's premium and ninety percent (90%) of the spouse and dependents' premiums for the Association of Washington Cities High Deductible Health Plans.
 - i. For employees who select a High Deductible Plan for 2015 and 2016, the City will provide a notional Health Reimbursement Arrangement (HRA) of \$1,500 for employee only coverage or \$3,000 for any family coverage. The City will fund the notional HRA by preloading a benefits debit card for each employee on an annual basis. For new hire employees, notional HRA funding will be prorated based on the number of months covered for the remainder of the calendar year.
 - ii. Once the deductible has been met, and the employee has also paid coinsurance costs \$1,500 above and beyond the

- deductible for employee only coverage, or \$3,000 above and beyond the deductible for any family coverage, the City will pay any further coinsurance costs which apply to the employee's annual out-of-pocket limit.
- iii. Any unused balance in the notional HRA will be rolled into the employee's HRA VEBA account in April of the following year.
- f. Effective January 1, 2014 through December 31, 2016, the City will pay one-hundred percent (100%) of eligible employee's, spouse, and dependents premiums for the Association of Washington Cities Plan F dental plan and Plan II orthodontia plan.
 - g. Effective January 1, 2014 through December 31, 2016, the City will pay one-hundred percent (100%) of eligible employee's, spouse, and dependents premiums for the Association of Washington Cities Full Family-\$25 deductible Vision Service Plan (VSP)
 - h. For employees who select the HealthFirst plan or the Group Health Cooperative Copay Plan 2 - \$10 Copay Plan, the City shall provide a Health Reimbursement Arrangement (HRA) through HRA VEBA, with the following annual contributions from the City:
 - i. Employee only: \$580. For 2016, amount to increase at a rate mutually agreed upon by the parties.
 - ii. Employee plus dependent(s): \$1,130. For 2016, amount to increase at a rate mutually agreed upon by the parties.

For new hire employees, HRA VEBA funding will be prorated based on the number of months covered for the remainder of the calendar year.

- i. Should the City voluntarily agree to a higher HRA or HSA amount with any other employee group, the General Employees shall receive the same amount(s). This provision shall not apply to any HRA or HSA amounts imposed on the Employer as a result of any arbitration or court decision.

(C) City Hall Closures

Should the City Manager, or a designee close City Hall due to inclement weather or related conditions and release non-essential personnel on administrative leave during regular City Hall business hours, then the City shall add an equal amount of time to the vacation balances of each employee covered under this agreement who works during normal City Hall business hours while City Hall is closed.

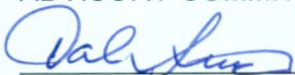
(D) General Provisions

- (1) Where a conflict exists between the terms of this agreement and the Des Moines Personnel Manual, this agreement shall control.

- (2) Ratification and Confirmation. Any acts consistent with the authority and prior to the effective date of this Agreement are hereby ratified and confirmed.

ENTERED INTO AND AGREED this 6th day of November, 2014.

EMPLOYEE NEGOTIATION AND
ADVISORY COMMITTEE

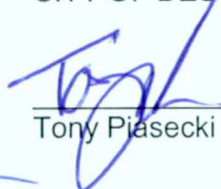


Dale Southwick



Bonnie Wilkins

CITY OF DES MOINES

 11/14/14

Tony Piasecki